

Employees who have disabilities help improve overall employee engagement

Studies show that, on average, employees who have known disabilities demonstrate high levels of loyalty and engagement on the job, resulting in lower turnover and absenteeism, and that's good for profit.

Surveys also show that people who have an identified disability are likely to have a positive impact on their coworkers, increasing overall engagement, and generating positive business outcomes.

Inclusion culture and workgroups/teams

Diversity refers to workforce demographics and employee characteristics. Inclusion refers to employee participation across all levels in ways that connect them to organizational goals and objectives. Employers find over and over again that inclusion builds employee engagement in a way that diversity alone does not.

- Inclusion emphasizes collaboration and empowerment.
- Inclusion leverages the best of all employees.
- Inclusion improves the work environment all.
- Inclusive initiatives connect diversity strategies to the strategic business plan.
- Inclusion broadens a company's view of market sectors.



Inclusion builds a better workforce

A recent study by Adecco USA found that, not only do the majority of workers think that a diverse workforce makes their organization more successful, the majority also felt that the more diverse their company, the more productive a worker they would become.



For more comprehensive information on how hiring people who have disabilities can build employee engagement for your business, visit the Society of Human Resource Management (SHRM) at www.shrm.org and use keyword 'employee engagement.'